



DHS Matters!

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2005 Leadership Academy

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DHS director Marianne Udow welcomed and congratulated the 24 newly selected members of Leadership Academy 2005 during a special luncheon Dec. 15. Members of DHS Executive Staff were present to meet and greet the new members. The DHS Leadership Academy was started to select high potential leadership candidates and accelerate their development over two years to prepare them to step into high level jobs.

In order to make the program more inclusive, eligibility criteria for 2005 was expanded to include staff at P-11 level and above. Three hundred applicants submitted self-nominations for the 2005 academy. Of these, 125 applicants went on to complete online assessments and written experience profiles. Executive staff selected the final 24 members based on candidate scores while taking into account geographic and organizational representation.



The 2005 Leadership Academy Members are: (standing l-r) **Lewis Roubal, Tamela Rush-D'Aguanno, Kimberly Keilen, Douglas Woodard, Marie Walker, Willie Minor, Amy Hundley-Dantzler, Michelle Cunningham, Sharon Cameron, BarBara Ford, Jane Goetschy, Daniel Bauer, Stacey Moyler, Yvonne Leone-Howrylak, Kelly Walters, Bernard Lawler, Angela Dzendzel, Natalie Denemy, John Keller.** Seated (l-r) **Kelly Jorgenson, Mary Zonca, Sheila Beaty, Theresa Villareal.** Not Pictured: **Soleil Campbell.**

In her address to the academy, Udow stressed the importance of good leadership in the challenging times the department is facing. She spoke of the high correlation between good leadership and employee satisfaction and the impact it has on clients and communities. Udow and chief deputy director Laura Champagne have demonstrated their continued commitment to leadership development at DHS by offering to serve as mentors for the academy.

To expand leadership development opportunities to all staff, the Office of Professional Development is offering a new Leadership Development Program. The program was successfully piloted in select counties and will be rolled out statewide beginning in February 2006. This is an alternative to Leadership Academy and will be available to all staff. The program has two purposes: to develop leadership skills for all staff, and to prepare staff to move into supervisory positions. Online learning is used to reduce travel and allow participants to learn at their convenience. Managers are trained as mentors who can facilitate developmental experiences locally. Information on LDP can be found at the OPD Web site on DHS-Net. Go to **DHS-Net/Training/Office of Professional Development/Leadership Academy.**

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The DHS Leadership Academy has recently been featured in two national publications. The first is an article on "Building a Leadership Pipeline in Local, State and Federal Government" published by CPS Human Resource Services. Annie E. Casey Foundation funded the research for this national publication. The Leadership Academy was recognized for being a national leader among succession management programs for the following components:

- A selection process that combines self-nomination with rigorous assessments.
- A formal leadership development program with strong components.
- A variety of metrics for evaluating the program's impact.

The second article is from "Policy and Practice" the journal of the American Public Human Services Association. To read the articles go to **DHS-Net/Training/Office of Professional Development/Leadership Academy/Articles.** The academy was also recognized by the American Society on Training and Development with an award. In addition, the Tennessee Department of Transportation and Michigan departments of Agriculture and Environmental Quality have used our successful program as a model.

Congratulations and welcome Leadership Academy 2005 members! While the next two years will be challenging, the tremendous growth and learning will help them emerge as stronger leaders.

County caseworker dedicates desk to slain client

By Erica Goff, staff writer
Gratiot County Herald, Ithaca

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It has been one year since **Mike Minarik** received the most dreaded call for a caseworker in the juvenile court system. He has had time to grieve and to heal since he heard the news that a 10-year-old girl on his caseload had been killed, but he has not let her memory fade. "It was one year ago today that I got the call that a caseworker never wants to get," Minarik told a small crowd at the Gratiot County Courthouse in Ithaca on Nov. 28.

That call told him "Jackie" had been struck by a vehicle and killed in Grand Rapids. The crowd had gathered to join Minarik for a ceremony to dedicate a refinished teacher's desk in Jackie's name to the county Board of Commissioners. He explained during the presentation why the desk was an appropriate item. "Sometimes we forget that the children we work with in the juvenile system are lost, the same way we were lost in the classroom in our early education," he said.

The desk had come from Minarik's mother, Dolores Bucholtz, a fifth grade teacher at E.E. Knight Elementary School in Elsie. It had belonged to Bucholtz's own fifth grade teacher, and she acquired it in 1969. It was eventually passed down to Minarik. "It was sitting in my garage and when Jackie died, I thought it would make an appropriate gift to pledge in her honor," he said. "It was a very tragic thing and it shouldn't be forgotten."

Minarik presented the desk to county commissioners at a meeting earlier this month, and the official dedication was conducted in the courthouse lobby. A number of generous donations were made by local attorneys, Minarik's co-workers, court personnel, and the Gratiot County Social Services Board to assist in the restoration of the desk.

The desk symbolizes approachability, Minarik explained, and is meant to remind individuals that members of the court system should be approachable, especially for troubled youth such as Jackie. "Jackie's troubles were real. We need to remember that often the children we deal with are confused and ignorant to any other way besides causing trouble," he said.

The desk will remain in the courthouse rotunda to be used by bailiffs and court greeters. Jackie was a permanent ward of the Gratiot County Family Division of the Circuit Court. Minarik said Jackie was dealing with many more difficulties than the average fifth grader and that she was a special girl and will always be remembered.

"All of the children in my caseload are much more than just numbers and statistics," he explained. "I hope this desk will help others remember her too. This is a great way to see a small community come together for a cause."

■ *Mike Minarik is a foster care specialist with Gratiot County DHS in Ithaca. Jackie's full name was published in the newspaper story and was deleted to comply with case confidentiality requirements.*



Gratiot County foster care specialist **Mike Minarik** and the desk he dedicated in memory of his slain client, Jackie.

Christmas arrived early in Inkster

From Jody Mattinson

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Christmas came early at the Wayne County Inkster District office this year when Santa arrived Dec. 22. He and his reindeer helpers handed out a gift and candy cane to each child who came into the office that day. The children who came in that day came in with their parent(s) who had appointments with their DHS worker or they came in with their parent(s) who were here to apply for assistance.

By the look on the children's faces it was evident they were surprised to see Santa at the DHS office. They were delighted to receive a gift from him and were anxious to tell him what they wanted for Christmas. The children also had the opportunity to have their picture taken with Santa. Inkster staff also got caught up in the excitement of Santa's visit. They were eager to tell him their Christmas wishes.

Staff generously donated toys and spent an afternoon wrapping and labeling them for gender and age appropriateness. One of our volunteers, John Schulz, graciously agreed to sit in for Santa for the day. Our thanks to Lynch's Costume Rental for waiving the \$100 security deposit and giving us a 15 percent discount on the rental of the Santa suit.

Christmas spawned friendly competition in Wayne County

From Gwen Burns, Family Independence Specialist
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The Six-Mile Crusaders – the event committee at Wayne County McNichols-Goddard District – sponsored two contests for the 2005 Christmas season: staff decoration and food basket design.



Above: The McNichols-Goddard District 3300 Unit won a friendly competition at the district office. Its members are (front l-r) **Sharon Kelly** and **Patrice Jones**; (middle l-r) **Lynne Wall**, **Claudia Brown**, **Deborah Walker** and **Gwen Burns**; (back l-r) **Hiram Little** and **LaMeda Ritchie**. Not pictured: **Danielle Steed-Stanley**.

In the first contest each staff decorated their work areas with beautiful Christmas decorations. There was very strong competition, every staff in the district participated. There were a wide variety of styles displayed. Creativity was evident with each display from handcrafted Christmas items to a season greeting sign projected on the wall.

The winning staff, the 3300s, (**Sharon Kelly**, FIM) was chosen for its creativity, originality and the personality displayed when they presented their award winning decorations to the panel of distinguished judges from outside our district. The judges were district manager **Patricia Smith** from Glendale-Trumbull District, **Derle Barnes**, district manager at the Hamtramck District, **RuShann Long**, district manager at Inkster District, and **Sonia Latta**, district manager at Lafayette District.

The first place prize for the staff winning this competition was a pizza luncheon sponsored by the event committee. McNichols-Goddard district manager **Valerie Nunn** also awarded prizes to each staff for their participation.

For the second contest the district gave beautifully decorated food baskets full of holiday goodies to needy clients from our district. The 3300s staff was also rewarded for their creativity and team effort in this category.

McNichols-Goddard district truly demonstrated the holiday spirit and district teamwork this season with their creative decorations and the giving of food baskets to clients with a need.

Genesee County office helps AFC home at holidays

From Barbara Anders, District Manager
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After discussing how to celebrate the holidays early in the holiday season, Genesee County McCree District Unit 47 did so by doing something for a group of adult elderly men in the community. For their holiday festivities they chose to pool their money and purchase gifts for five residents of an adult foster care home in Genesee County rather than exchange gifts with each other.

With the help of adult services specialist **Allen Adams**, they selected an AFC home that was a perfect match for this donation. **Chris Cavalier** went “super shopping” (shopping with limited funds) and found some very nice gifts for the five gentlemen. The gifts consisted of pajamas, slippers and stocking caps.

Adams and unit representative **Linda Boose** delivered the gifts to the home. The gentlemen were very excited to receive such nice gifts. These were a group of men who normally do not have company and rarely get to experience the generosity of family and friends.



Genesee County McCree District Unit 47 (front l-r): **Susan Rasch**, **Carrie Weeks**, **Jeff Cook** and **Paris Bryson**. Back row: **Latonya Ampy**, **Margaret Janis**, **Charlene Comstock**, **Nancy Potter**, **Chris Cavalier**, **Johnice Chapman**, **Ken Rose** and **Linda Boose**.

Wayne County staff sock it to community homeless

From Renee Fluker
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Wayne County DHS staff gave generously to community homeless persons through a December sock drive. Wayne County DHS director Jerome Rutland announced the results in a Dec. 22 memo.

"In collaboration with the Midnight Golf Program over 3,000 pairs of socks were donated to benefit many homeless individuals in our communities!" Rutland said. "In spite of the short notice, financial strains and the stress that the holidays can bring with them, your contributions far exceeded our goal of 800 pairs of socks.

"My expression of gratitude cannot compare with the overwhelming gratitude displayed by those who received the socks at the Mercy Primary Care Center homeless unit in the Samaritan Center. Your generosity truly made a difference."

The Midnight Golf Program is designed to offer young adults alternatives to their current life styles, during the time of the day when they are most vulnerable, nighttime. For more information on the Midnight Golf Program go to

www.pgafoundation.com/midnightgolf.pdf

2006 Leadership Development Program

Contact Chris McBride
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The Office of Professional Development is pleased to announce an exciting new program that is being offered to all DHS employees. While the Leadership Academy has been an excellent program for leadership development and was expanded this year, it still does not reach all employees of DHS. The Leadership Development Program (LDP) fills in that critical gap.

The program has two purposes: to develop leadership skills for all staff and to prepare staff to move into supervisory positions. LDP consists of classroom training, Web-based classes, instructor feedback, and mentoring to help staff develop leadership skills. This unique blend of learning offers employees self-paced opportunities that are designed to facilitate development so participants learn at their own pace.

Level 1: Leadership Essentials

To begin the Leadership Development Program, participants must attend the entry-level class, Leadership Essentials. This course is offered in a classroom format. You can locate a list of program classes at the program Web site on DHS-Net. Go to **DHS-Net/Training/Office of Professional Development/Leadership Development Program** and scroll down under "Level 1." Your local office training coordinator may submit your registration online for classes that are scheduled for your area.

Level 2: Building Leadership Skills

Level 2 consists of Web-based classes, online assignments, quizzes and discussion groups. Each class can be completed in approximately two hours. Additional time is required to complete homework, quizzes, and other assignments. Participants have six months to complete all Level 2 assignments. Participants are expected to maintain all current work responsibilities and satisfactory job performance while participating in the program.

Level 3: Preparation for Supervision

Level 3 is designed for staff wishing to develop supervisory skills. Participants that elect to continue to Level 3 must complete classroom & online courses and a multi-rater assessment. Participants work with a mentor to create and complete a development plan based on assessment results. Development plan activities must be completed within one year. For more on this exciting developmental opportunity please visit the Leadership Development Program Web site.

Mentoring

Mentors for the program will be needed statewide. Mentors may be first-line supervisors and above, willing to dedicate about 2 hours per month to the program. To learn more about mentoring and apply to be a mentor in the Leadership Development Program, visit "The Mentoring Partnership" page of the Leadership Development Program Web site.

DHS Matters! is a product of Michigan's Department of Human Services
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